

No: ~~10~~ /SD5-HĐQT

Hanoi, the date of April 03 , 2025

PROPOSAL

for the Settlement of Remuneration in 2024 and the Salary and Remuneration Plan for 2025 of the Board of Directors, Secretary and the Boards of Supervisors;

To: The Annual General Meeting of Shareholders of Song Da 5 JSC

Pursuant to:

- The Enterprise Law No.59/2020/QH14 dated 17 June 2020;
- The Organization and Operation Charter of Song Da 5 Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders of Song Da 5 Joint Stock Company.

The Board of Directors of Song Da 5 Joint Stock Company hereby submits to the General Meeting of Shareholders to approve the settlement of remuneration of the Board of Directors, the Supervisory Board and the Company's Secretary in 2024; The remuneration plan of the Board of Directors, the Board of Supervisors and the Company's Secretary in 2025, as follows:

1. Settlement of Remuneration in 2024 of the Board of Directors, Secretary and the Boards of Supervisors:

In 2024, all profit, the revenue and output targets meet and exceeded the plan, specifically:

- Profit before tax: 35.69 billion/ 28.00 billion plan, equivalent to 127.50% of the plan.
- Profit after tax: 23.65 billion/ 22.40 billion plan, equivalent to 105.60% of the plan.
- Revenue: 2,527.88 billion/ 1,776.45 billion plan, equivalent to 127.48% of the plan.
- Output: 2,589.26 billion/ 1,805.00 billion plan, equivalent to 143.45% of the plan.

Based on the results of the business performance results, the Company kindly submits the final settlement of remuneration of the Board of Directors, the Board of Supervisors and the Secretary of the Board of Directors in 2024 as follows:

Title	Planned remuneration/ month/person	Paid remuneration/ month/person
1. Member of Board of Directors	7,000,000	8,400,000
2. Head of the Board of Supervisors	7,000,000	8,400,000

Title	Planned remuneration/ month/person	Paid remuneration/ month/person
3. Member of the Board of Supervisors	5,000,000	6,000,000
4. Secretary	5,000,000	6,000,000

2. Remuneration payment plan in 2025 of the Board of Directors, Secretary and the Boards of Supervisors:

The General Meeting of Shareholders authorizes the Board of Directors of Song Da 5 Joint Stock Company to develop and approve the 2025 remuneration plan of the Board of Directors, Board of Supervisors, and the Company's Secretary in accordance with the regulations of the Laws and the Company's Charter based on the practical situation of the Company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As addressed;
- Members of Board of Directors;
- Members of Board of Supervisors;
- Archive in Board of Directors, TCKT.

**FOR AND ON BEHALF OF BOARD
OF DIRECTORS**

Check



Le Van Tuan



SETTLEMENT TABLE OF SALARY AND REMUNERATION PAYMENTS IN 2024
(Resolution No. 01/2024/NQ-SĐ5-DHĐCĐ dated 7 June 2024)

No	Full name	Position	(1)	(2)	(3)	Number of month	Rate of AGMS 2024 per Resolution	Rate	Finalized salary per month/per person per AGMS 2024 Resolution of	Finalized salary/year	Spaid Amount and deducted PIT	Remaining amount to be paid	Personal Income Tax	Remaining amount after PIT	Remarks
			(4)	(5)	(6)	(7)	(8)=(4)*(7)	(9)	(10)=(8)-(9)	(11)=(10)-(9)	(12)=(11)-(12)	(13)			
1	Nguyễn Khắc Hiệp	General Director cum Member of the Board of Directors.	12	7,000,000	120%	8,400,000	100,800,000		100,800,000	100,800,000		10,080,000	90,720,000		
2	Nguyễn Ngọc Đông	Deputy General Director cum Member of the Board of Directors.	12	7,000,000	120%	8,400,000	100,800,000		100,800,000	100,800,000		10,080,000	90,720,000		
3	Vũ Đức Quang	Member of the Board of Directors.	12	7,000,000	120%	8,400,000	100,800,000		100,800,000	100,800,000		10,080,000	90,720,000		
4	Nguyễn Mạnh Toàn	Member of the Board of Directors.	2	7,000,000	120%	8,400,000	16,800,000		16,800,000	16,800,000		1,680,000	15,120,000		
5	Nguyễn Đại Thu	Outside director	4	7,000,000	120%	8,400,000	27,427,273		18,000,000	9,427,273					
6	Phạm Quang Tuấn	Concurrent Head of Board of Supervisors	12	7,000,000	120%	8,400,000	100,800,000		84,000,000	16,800,000		1,680,000	15,120,000		
7	Nguyễn Hồng Văn	Member of the Board of Supervisors	12	5,000,000	120%	6,000,000	72,000,000		72,000,000	72,000,000		7,200,000	64,800,000		
8	Trần Quang Hưng	Member of the Board of Supervisors	12	5,000,000	120%	6,000,000	72,000,000		72,000,000	72,000,000		7,200,000	64,800,000		
9	Ưng Vũ Thanh	Secretary	2.50	5,000,000	120%	6,000,000	15,159,574		12,659,574	2,500,000		250,000	2,250,000		
10	Trịnh Trọng Hùng	Secretary	9.50	5,000,000	120%	6,000,000	56,840,426		47,340,426	9,500,000		950,000	8,550,000		
	Tổng cộng			62,000,000		74,400,000	663,427,273		162,000,000	501,427,273		49,200,000	452,227,273		

PREPARED BY

Trần Thị Bích Sen

CHIEF ACCOUNTANT

[Signature]

Hanoi, April 2025
GENERAL DIRECTOR



Nguyễn Ngọc Đông